



## LOUISIANA

Louisiana Department of Education  
P.O. Box 94064  
Baton Rouge, LA 70804-9064  
(877) 453-2721  
Website: [www.louisianaschools.net/lde/index.html](http://www.louisianaschools.net/lde/index.html)

### Program Overview

More than 30 schools in Louisiana are implementing the Teacher Advancement Program (TAP), a teacher incentive model developed by the Milken Family Foundation. The TAP model in Louisiana consists of four main elements:

- Multiple career paths, including master teacher and mentor teacher positions
- Ongoing applied professional growth, through weekly cluster meetings among teachers in the same grade level or subject area
- Instructionally focused accountability, using classroom evaluations based on the TAP Instructional Rubric
- Performance-based compensation, with each teacher having the opportunity to earn up to \$5,000 based on individual classroom and schoolwide performance gains

Classroom observations account for 50 percent of the teacher performance award, a teacher's value-added learning gains for students in his or her classroom account for 30 percent, and schoolwide academic achievement accounts for the remaining 20 percent. Louisiana relies on the value-added model developed by Dr. William Sanders for its performance awards.

Schools must apply to participate in TAP and implement the program over the course of two to three years. Schools that are uncertain about participating in TAP can apply for a pre-TAP grant of \$5,000, which is used for training, workshops, and visits to other TAP schools. During the first year of TAP, the school implements all program components except for the performance-based compensation, which is implemented in the second year of the program. Teachers continue to learn about the program through additional training and workshops, and the state provides each TAP school \$20,000 in funding support.

### Program Information

- [Teacher Advancement Program Information](#)
- [Louisiana Teacher Advancement Program](#)
- [Louisiana TAP Guidelines and Application Planning Worksheets for Year 1](#) and [TAP Guidelines and Application Planning Worksheets for Year 2 and Beyond](#)

### Select Articles and Reports

- *The Times Picayune*. (January 17, 2008). [School Bonus Plan Gets OK.](#)
- *The Louisiana Weekly*. (October 21, 2008). [New Orleans Teacher Goes to the Head of the Class with Surprise \\$25,000 Milken Educator Award.](#)